

Rate the extent to which you believe the scenarios to be discriminatory. 0 is NOT AT ALL. 9 is UNQUESTIONABLY DISCRIMINATORY. STICK WITH YOUR FIRST RESPONSE

Scenario 1

A middle manager speaks to a director and says: *“I really want to do right by our black staff. On the whole they tend to be less competent and given BLM I want to support them”*

0	1	2	3	4	5	6	7	8	9
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Scenario 2

An assistant director is chairing a team meeting. The annual workforce report is being presented by a colleague from the workforce department. The equality section refers to the fact that 30% of the workforce are Black but 70% of disciplinary cases are on Black staff. The service manager said to the workforce manager: *“My understanding is that we are not alone in these patterns, it seems to me that it’s nothing that we are doing”*.

0	1	2	3	4	5	6	7	8	9
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Scenario 3

A leadership team awayday for a nearby ASC department is being held at their local athletics stadium and conference suite. It is a mixed sex group with ages ranging from mid 30s to 57. Daniel (aged 49 and who is black) is and is the only BAME member of the leadership team and had joined in the last two months. His interests outside of work are not yet known. During a refreshment break, whilst looking out at the athletic track a colleague said *“Maybe at lunch we should all have a race...no doubt Daniel would thrash us all (and chuckles out loud)”*.

0	1	2	3	4	5	6	7	8	9
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Scenario 4

An elected member who is a Christian of Caribbean background was on an interview panel for a senior manager. During the decision-making discussion about the candidates, whilst referring to an internal Pakistani Muslim candidate she said *“I’m not sure about him, I’ve dealt with him before. He is known to blow things up (she then winked) out of proportion”*.

0	1	2	3	4	5	6	7	8	9
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